



Ref: FOIA Reference 2021/22-346

Date: 8th October 2021

Email foi@uhnm.nhs.uk

Dear

I am writing in response to your email dated 29th September 2021 requesting information under the Freedom of Information Act (2000) regarding Trust Senior Leadership.

On the same day we contacted you via email as UHNM does not respond to internet surveys, and requested that you re-submit in word/excel format.

You replied via email with a spread sheet.

On 30th September 2021 we contacted you via email as we required clarification on the detail of leadership training and timeframe

You replied via email with:

'To answer your questions:

1. **What are you classing as 'leadership training' (eg is it only training titled ""leadership training""?)**

Leadership training is any scheduled training that may be undergone as a part of a leadership program i.e. Mary Seacole, NHS leadership academy, HLA courses for instance; or outside a leadership program that may be trust specific. It is any training or courses that are attended with the aim of furthering leadership and management capabilities of the individual.

It is not training titled leadership training

2. **What are you defining as 'formal'?**

Formal is defined as part of a structured program, or provides accreditation, or is delivered by a specified organisation with the interest of promoting leadership.

3. **Over what period are you asking?**

Over the individual's career

4. **What detail is required?**

I would appreciate course names, or examples of such experiences. If this is not available, a yes or no response would suffice'.

As of 1st November 2014 University Hospitals of North Midlands NHS Trust (UHNM) manages two hospital sites – Royal Stoke University Hospital, and County Hospital (Stafford). Therefore the response below is for the two sites combined from that date where appropriate.

Q1 I write to you with a Freedom of Information request regarding the demographics, diversity and experience of high-level and senior leadership of the Trust. This FOI includes gathering information regarding the demographics i.e. marital status, race, gender and leadership experience of the senior leaders within your Trust.

The link to the survey is here as shown:

<https://forms.office.com/r/nLpLDEkLm6>

I would appreciate it if the survey could be filled out as a Freedom of Information request by the senior members of the Trust Leadership. This includes: Medical Director, Clinical Director, Senior Director and all members of the Executive Team i.e. CEO, CFO, and CTO. If this is not possible, I kindly request that the survey be filled out on their behalf.

Additional information submitted with the spread sheet:

Thank you for your prompt reply. This is an Excel template containing all the above questions if you could kindly fill it out. Could you please use a new row for each individual and follow the question template answers if specified.

A1 The FOI Act is for the release of Corporate information and not personal information, your request is primarily 'personal' therefore UHNM is applying the following exemptions:

We are unable to provide the information you require in the requested format as to release this data could lead to the identification of the person(s), and would breach the Trusts obligations under Data Protection Act 2018. Accordingly, this aspect of your request is exempt from disclosure under the terms of Section 40(2) of the FOI Act. *Personal information. This exemption is an absolute exemption and therefore no consideration of the public interest test is needed.*

I can confirm that the Trust holds information regarding the executive team but feel this information is exempt under section 21: *information reasonably accessible by other means.* This is because the information is available via the Trust's public website at the following link:

<https://www.uhnm.nhs.uk/about-us/our-board/>

I can neither confirm nor deny whether the information you have requested is held by the Trust in its entirety. This is because the information requested in your questions is not held centrally, but may be recorded in individual personal records. In order to confirm whether this information is held we would therefore have to individually access individual personal records within the Trust and extract the information where it is present. We therefore estimate that complying with your request is exempt under section 12 of the FOI Act: *cost of compliance is excessive.* The section 12 exemption applies when it is estimated a request will take in excess of 18 hours to complete. We estimate that accessing and reviewing all individual personal records and then extracting relevant information would take longer than the 18 hours allowed for.

In addition to the section 12 exemption the Trust is also applying section 14 (1) exemption: *oppressive burden on the authority*

However, the Trust offers comprehensive leadership training programmes- see attached document

*Please note that any individuals identified do not give consent for their personal data to be processed for the purposes of direct marketing.

UHNM NHS Trust is a public sector body and governed by EU law. FOI requestors should note that any new Trust requirements over the EU threshold will be subject to these regulations and will be advertised for open competition accordingly.

Where the Trust owns the copyright in information provided, you may re-use the information in line with the conditions set out in the Open Government Licence v3 which is available at <http://www.nationalarchives.gov.uk/doc/open-government-licence/version/3/>. Where information was created by third parties, you should contact them directly for permission to re-use the information.

An anonymised copy of this request can be found on the Trust's disclosure log, please note that all requests can be found at the following link: <http://www.uhnm.nhs.uk/aboutus/Statutory-Policies-and-Procedures/Pages/Freedom-of-Information-Disclosure-Log.aspx>

This letter confirms the completion of this request. A log of this request and a copy of this letter will be held by the Trust.

If you have any queries related to the response provided please in the first instance contact my office.

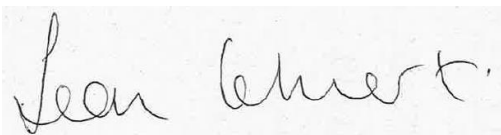
Should you have a complaint about the response or the handling of your request, please also contact my office to request a review of this. If having exhausted the Trust's FOIA complaints process you are still not satisfied, you are entitled to approach the Information Commissioner's Office (ICO) and request an assessment of the manner in which the Trust has managed your request.

The Information Commissioner may be contacted at:

Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire SK9 5AF or via www.ico.org.uk.

If following review of the responses I can be of any further assistance please contact my secretary on 01782 671612.

Yours,



Jean Lehnert
Data, Security & Protection Manager